



# THE SOURCE

## What's Up With Bill?

By Bill Gibson, Regional Centers' CEO

Ty and Marg asked me to write an article for the NRC newsletter this month. They said many of you were wondering what was happening with me in 2012. Many of you may know that I have had a medically challenging 2012. Hopefully this won't be TMI (too much information) as they say but here goes.

Back at the end of last January I had a medical emergency and ended up in the urgent care center where they thought I had prostatitis since I was male and mid 50's. They gave me antibiotics and referred me to a urologist. The urologist said I did not have prostatitis,

but I did have a bad bladder infection and he ran some tests. After a cystoscopy and CT scan, he decided I had "communication" between my bowel and bladder, so he sent me to a gastroenterologist for a colonoscopy. "Communication" is code for a hole. What I had developed was called a colovesical fistula and the solution was that I needed surgery to repair it. The odds of getting one of these are like 1 in 100,000. I had hoped that it would be a routine surgery and I would be healed and back to work in about six weeks. That didn't happen. What did happen is nothing short of a six month long odys-

sey.

In April, I was supposed to be in the hospital for 5-10 days and recover at home for about six weeks. I had some problems in the hospital and ended up being there for 14 days. Once I got home I started getting better but not to the degree I should have. Eight weeks went by and I was still not well enough to return to work. By then, I was so sick I ended up being admitted to the hospital for a second surgery. I had developed an abscess on my intestines that had become infected and needed to be removed. That cost me another 10 days in the hospi-



### Inside this issue:

What's Up With Bill? (cont)	2
New Employees, Holiday Treats	3
What's Cooking	4
Tips for a Better Holiday	5
Staying Active Over Holidays	6
Christmas Puzzle	7
Employee Recognition Program Introduced	8
Christmas is for Love	9
Emergenetics Workshop	10
Christmas Fruit Cakes	11
White Maple Fudge	12

### Nebraska Sex Offender Treatment Program

**Mission:** Providing Sex Offender treatment to prepare for community reintegration while maintaining public safety.

**Vision:** Helping people rebuild their lives with no more victims.

tal. Through these two surgeries and over the course of three months I had lost 35 pounds and was basically depleted. I had spent most of the summer stuck at home recuperating. By Labor Day I was well enough to come back to work and get out and play golf. I thought I was out of the woods, but that was not to be.

Towards the end of September I started having abdominal pain again and ended up in the ER in the middle of the night. My gall bladder had quit working and needed to come out, and I had developed adhesions from the prior surgeries that were causing blockage in my intestines. So I went back into the hospital for four more days and yet another surgery. This surgery was done laparoscopically and the recovery period was only a couple of weeks. Surely I was out of the woods now. But no, in early October I developed a leak in another part of my intestine and ended up in the ER in the middle of the night again. This time the situation was so bad I was taken immediately to the OR and ended up in the hospital for another 8 days. My recovery from this surgery was remarkably fast and I came back to work right after Veteran's Day. So, I have been out sick in

2012 more than I have worked. I have endured four pretty major surgeries. I have had some great nurses take care of me at Bryan Hospital, and I am grateful to be alive. There were three times over the last seven months that I could have died. I had a great surgeon for the last three surgeries that wasn't going to let that happen. I have received countless letters, cards and emails from so many people. Those thoughts and prayers really helped when I was down.

Throughout this ordeal over the course of this past year, I have gained a new appreciation for what it means to be a "patient." I have been a hospital administrator for 30 years but had never been a hospital patient before this. When you are lying in a hospital bed with tubes sticking out of you, you get a real understanding for what it means to be vulnerable. You have to rely on the hospital staff to take care of you and do right by you. For the most part, the people that took care of me were top notch, but there were a few that were suspect. The medical people taking care of me were very polite but they are focused on doing a job and as long as everything goes the way it is planned, things are OK. When

things don't go as planned, it gets weird. Fortunately I had my wife, who is a nurse herself, stay with me the whole time I was in the hospital. If you ever have to be in a hospital, I would highly recommend you have someone you know stay with you. It's not that the hospital staff mean you any harm; it is just that you need to have someone advocate for you when you can't.

Through the wizardry of modern technology, I was able to keep in touch somewhat through email while I was gone. Ty, Marj and Stacey, along with all the rest of you, kept the three facilities running smoothly. It is good to be back at work and have some purpose in the day. Sitting around waiting to heal can be pretty boring but it has to happen in order to return to normalcy. I still am not out of the woods so to speak. I need to have another surgery after the first of the year to remove my colostomy that I ended up with in July. That's a whole other story that I will spare you the details of. Right now, I kind of just want to put 2012 in the rear view mirror.

Best wishes to all of you for happy, safe and joyful holidays.



## Please Welcome New NRC Employees



Rodney Warneke  
Registered Nurse



Lori Strong  
Registered Nurse



Donna Crist  
Registered Nurse



Jennifer Meier  
Registered Nurse (PRN)



Faith Weaver  
Registered Nurse (PRN)



Nicole Wiese  
Registered Nurse (PRN)

## Employees Association Provides Holiday Treats

Submitted by Brandy Boschult, MHSS II and Employees Association Member

The Employees Association wished all NRC staff a happy holiday season with an open house on Tuesday, December 11th. All staff were treated to a room filled with Christmas music, and all were served hot chocolate with marshmallows, snack mix, and a clever "sleigh" Christmas treat!



from your Employees  
Association!!



## What's Cooking at NRC

### PUMPKIN PIE SQUARES



1 c. sifted flour

1/2 c. brown sugar

1/2 c. quick oatmeal

1/2 c. butter

Mix until crumbly and press into 9 x 13 pan. Bake at 350° for 15 minutes.

1 can (2 cups) pumpkin

1/2 tsp. salt

13.5 oz. evaporated milk

1 tsp. cinnamon

2 eggs

1/4. tsp. cloves

3/4 c. sugar

1/2 tsp. ginger

Mix well and pour over crumble mix. Bake at 350° for 20 minutes.

1/2 c. chopped pecans

2 tsp. butter (melted)

1/2 c. brown sugar

Combine topping ingredients and crumble over partly-baked pumpkin ingredients. Return to oven for an additional 10-15 minutes.

(Submitted by Amy Vollbrecht, and she challenges Cody Meyer to submit a recipe for the next issue of *The Source*.)

## The Power of a Comma

Submitted by Brian Planer, Compliance Specialist — Reprinted from Omaha Daily Journal-Stockman, June 18, 1940

A woman whose husband had joined the navy, gave a note to the minister the following Sunday. The note said: "Mr. Tom Smith, having gone to sea, his wife requests that the congregation pray for his safety."

The minister was nearsighted and, as he read aloud, the congregation heard: "Mr. Tom Smith, having gone to see his wife, requests that the congregation pray for his safety."





# Tips for a Better Holiday

By Dr. Scot Adams, Behavioral Health Director

Work at the Regional Centers can be stressful enough for some of us. Shopping for groceries, cleaning house for company, baking and cooking—these are the things we do to get ready for the holidays and which can add some stress to our lives. Family get-togethers can sometimes be overwhelming or don't always go so smoothly or family members are unable to get together.

Because of these things, some people feel sadness, loneliness and anxiety. These feelings may be the result of stress, fatigue, and unrealistic expectations. Those who can't be with family and friends may be lonely. We can't control everything, but there are some simple things we can do to influence the way we feel.

Tips for a better holiday:

**Manage stress.** If you feel stressed, take a break. Give yourself time to regroup. Don't let the pressure build until steam comes out of your ears.

**Have realistic expectations for the holiday season.** Don't expect everything to be perfect. The brother-in-law that you didn't like last year you probably won't like this year either. But you can get through the day.

**Set realistic goals for yourself.** Just try to have a pleasant time, if possible. Don't expect euphoria. You'll get through this, too.

**Make a to-do list and prioritize activities.** If you prioritize, you can probably at least get to the most important things. If you don't get everything done, you don't get everything done. That's the way it goes.

**Don't take on more than you can handle.** Let others help you with your holiday duties. There's no reason you have to do it all when there are others willing to help you. Give your young children tasks they can do, like setting the table, or vacuuming, or keeping their siblings occupied. Give adult kids responsibilities, like bringing a dessert or other dish,

seeing  
after  
granny or  
cleaning  
up after  
dinner.



**Volunteer** some of your time to help others, or spend time with supportive and caring people. This will make you feel less lonely. You might even have fun.

**Limit your consumption of alcohol.** Although we may not think so, excessive drinking can increase feelings of depression. Holidays can be celebrated without spirits.

**Spread some holiday cheer.** Reach out to a friend or family member you haven't talked to recently. It might make their day (and yours, too).

**Live in the moment and enjoy the present.** This is good advice all year long.

## 9 Tips for Staying Active Over the Winter Holidays

Submitted by Kathy Arends, Dietitian and Food Service Director

Reprinted with permission from Alice Henneman, MS, RD, UNL Extension Educator

We typically eat more and exercise less during the holidays. If we get too much out of balance with our food intake and our activity output, we may literally be "bursting" with holiday cheer! To help prevent our winter holiday season from coming "apart at the seams," here are 9 tips to fit in some physical activity.

1. **It's a "shoe-in."** As much as you can, wear running or comfortable walking shoes so you can get moving whenever there's an opportunity. Pop a casserole in the oven and head out the door for a walk or jog while it's baking. Park farther away and walk to your destination. Walk the mall before you shop the mall.

2. **Take the stairs.** "In one minute, a 150 pound person burns approximately 10 calories walking upstairs and only 1.5 calories riding an elevator," according to the Centers for Disease Control and Prevention. Remember this quote by Joan Welsch and take the stairs, "A man's health can be judged by which he takes two at a time - pills or stairs."

3. **Work out with your mobile device.** Download an app(s) or video(s) for your mobile device (iPad, iPhone, etc.) or watch an online video that will help you get

moving. Some of these may be especially helpful when you're traveling and staying in a hotel or with friends. Avoid workouts with lots of noisy activity that can bring management to your hotel door. Use your favorite search engine or check with the app store for your mobile device to find apps and videos that inspire you.

For starters, check out this 10-minute YouTube video from my colleague Kayla Cologrove, a Registered Dietitian, Certified Personal Trainer, and former All-American athlete at the University of Nebraska-Lincoln. This set of exercises will help get your heart rate up and works various muscle groups. Watch it on your mobile device (or TV, if you have access to one) at: <http://youtube/EOmSQJCwEJI>

4. **Find trails and tracks before you travel.** Visit the USA Track & Field website at <http://www.usatf.org/routes> for routes for walking or running in your destination city. Check with your host or hotel as to their safety before you take off. The hotel or your host may have additional suggestions. My husband and I discovered a path around a nearby hotel on an upcoming trip that was perfect for us through



Know how. Know **now**.

a search at this site.

5. **Try some tempting tunes.** If you like to work out to music, "gift" yourself

with some new tunes to get motivated. For example, searching for "holiday fitness music" or "Christmas fitness music" in the iTunes store yielded several downloadable albums for the winter holiday season. Or, you could put together your own playlist. A similar search in the "MP3 Music" category on Amazon.com also found several tunes. Check your favorite music source site for possible motivation.

6. **Clean your house.** Set aside several hours one day and REALY clean your house. Bending, squatting, running up and down stairs, standing while folding and putting away laundry, etc. all burn calories. Get workouts the old-fashioned way ... by "working" out!

7. **Look for a holiday fun run.** Fun runs are often held over the



holidays. There is usually a small fee and they're open to everyone from runners to people who meander along the trail with friends. They are usually 5K runs (3.1 miles). Get in the back of the pack when starting if you plan to set a more leisurely pace. Invite your friends and plan on an outing with coffee or a meal together afterwards. You'll feel better physically and mentally for it

8. **Build activity into family visits and outings.** Encourage house guests to bring workout clothes suitable for walking or perhaps activities at a local health club. My sisters came with running/walking shoes and outdoor wear; we managed three brisk 2-mile walks during a five day visit. An added benefit: By getting outside, we couldn't eat all the holiday leftovers lurking in the house.

9. **Fly with wheels (or a backpack).** If you're flying during the holidays, use the time between flights to get in some activity. If time allows, walk to a far-away gate vs. taking a "people mover." Walk vs. wait at your gate until you can board your flight. If you are lugging carryon luggage, make it easier and more comfortable to move by using a wheeled suitcase or a backpack.

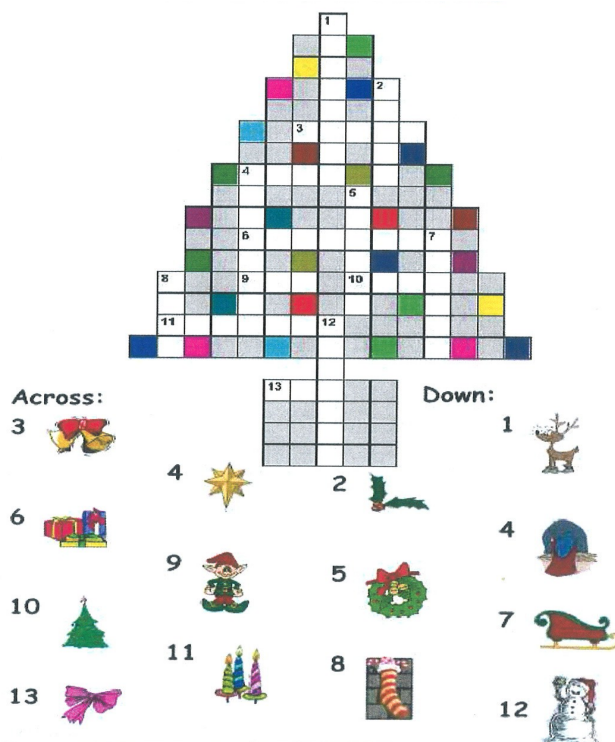


Extension is a Division of the Institute of Agriculture and Natural Resources at the University of Nebraska-Lincoln cooperating with the Counties and the United States Department of Agriculture.

University of Nebraska-Lincoln Extension educational programs abide with the nondiscrimination policies of the University of Nebraska-Lincoln and the United States Department of Agriculture.

## Christmas Crossword

Submitted by Susie Kohlhof, Human Services Treatment Specialist



## Employee Recognition Program Introduced

Submitted by TyLynne Bauer, Facility Operating Officer, on behalf of Employee Recognition Committee

The NRC Employee Recognition Committee would like to introduce a new program that will complement all of the great things that NRC's employees do on a daily basis. We feel that many times a "thank you" is simply not enough for all that you put into your positions and what you give to our patient population. You are role models and help some of the most difficult patient population in the Division of Behavioral Health, and we want to recognize all that you do for not only our hospital but our Division!

The Norfolk Regional Center has developed an Employee Recognition Program that rewards our employees in an ongoing basis. We have added significant changes, including

monthly financial rewards, as well as recognition with parking spaces, additional honor awards such as the Burney Pohlman Award, the Employee and Supervisor of the Year Awards, and an annual award ceremony to be held every spring.

This is a great opportunity for every NRC employee to recognize and nominate your co-workers for their hard work. **The Employee Recognition Plan and Job Well Done Nomination Form can be accessed on the S drive in the Employee Recognition folder.**

Should you have any questions, you may direct them to any of the Employee Recognition Committee members. Committee members are:

TyLynne Bauer  
Kathy Arends  
Jennifer Bender  
Bryan Bretschneider  
Ken Duncan  
Marg Hipp  
Joyce Hoferer  
Barb Maas  
Melodie Nielsen  
Nancy Schaecher  
Diane Schumacher  
Ryan Sukup

On behalf of the committee, we are excited to bring this recognition opportunity to you. Nominations are now being accepted and may be submitted as indicated on the nomination form.



## Employees Leaving NRC

November 23, 2012

Kayla Ramsay, Food Service Cook

December

Kenneth Ramsay, MHSS II — Guard

*"One of the most glorious messes in the world is the mess created in the living room on Christmas day. Don't clean it up too quickly."*



*- Andy Rooney*



## Christmas is for Love

Christmas is for love. It is for joy, for giving and sharing, for laughter, for reuniting with family and friends, for tinsel and brightly decorated packages. But mostly, Christmas is for love. I had not believed this until a small elf-like student with wide, innocent eyes and soft rosy cheeks gave me a wondrous gift one Christmas.

Mark was an 11-year-old orphan who lived with his aunt, a bitter middle aged woman greatly annoyed with the burden of caring for her dead sister's son. She never failed to remind young Mark that if it hadn't been for her generosity, he would be a vagrant, homeless waif. Still, with all the scolding and chilliness at home, he was a sweet and gentle child.

I had not noticed Mark particularly until he began staying after class each day (at the risk of arousing his aunt's anger, I later found) to help me straighten up the room. We did this quietly and comfortably, not speaking much, but enjoying the solitude of that hour of the day. When we did talk, Mark spoke mostly of his mother. Though he was quite

small when she died, he remembered a kind, gentle, loving woman who always spent much time with him.

As Christmas drew near however, Mark failed to stay after school each day. I looked forward to his coming, and when the days passed and he continued to scamper hurriedly from the room after class, I stopped



him one afternoon and asked why he no longer helped me in the room. I told him how I had missed him, and his large gray eyes lit up eagerly as he replied, "Did you really miss me?"

I explained how he had been my best helper. "I was making you a surprise," he whispered confidentially. "It's for Christmas." With that, he became embarrassed and dashed from the room. He didn't stay after school any more after that.

Finally came the last school day before Christmas. Mark crept slowly into the room late that afternoon with his hands concealing something behind his

back. "I have your present," he said timidly when I looked up. "I hope you like it." He held out his hands, and there lying in his small palms was a tiny wooden box.

"It's beautiful, Mark. Is there something in it?" I asked opening the top to look inside.

"Oh, you can't see what's in it," he replied, "and you can't touch it, or taste it or feel it, but mother always said it makes you feel good all the time, warm on cold nights and safe when you're all alone."

I gazed into the empty box. "What is it, Mark," I asked gently, "that will make me feel so good?" "It's love," he whispered softly, "and mother always said it's best when you give it away." And he turned and quietly left the room.

So now I keep a small box crudely made from scraps of wood on the piano in my living room and only smile as inquiring friends raise quizzical eyebrows when I explain to them that there is love in it.

Yes, Christmas is for gaiety, mirth and song, for good and wondrous gifts. But mostly, Christmas is for love.

- Source and author unknown

## Emergenetics Workshop for Managers

Submitted by TyLynne Bauer, Facility Operating Officer

The Management Team at NRC recently completed the Emergenetics Workshop with Dr. Mary Case. Together we not only learned about ourselves, but we learned a great deal about each other and how we work together as a team, complementing each others' strengths.

The theory behind Emergenetics is that people are born with thinking and behavioral traits already in place. These traits and behaviors are then modified and altered by the environment and social surroundings. In essence, a person has genetic traits that are affected by the environment. For centuries, psychologists and philosophers were certain that behavior only existed as a result of the surrounding environment, but research studies began to indicate that a person's behavior is a combination of both genetics and the environment. Today, most psychologists acknowledge that both genetics and environment, or nature and nurture, make up the behavioral and cognitive characteristics of each person. The Emergenetics test is a self-assessment questionnaire that results in a picture of a person's thinking and behavior-



al traits. This profile is broken down into seven Emergenetics attributes: four thinking attributes and three behavioral attributes. Each attribute is given a color.

The four Emergenetics thinking attributes can be broken down as follows. Analytical thinking, designated as blue, is our rational, factual and skeptical way of thinking. Structural thinking, designated as green, is our practical and cautious way of thinking. Social thinking, designated as red, refers to our social awareness and how we interact with other people. Conceptual thinking, designated as yellow, is our imaginative and conceptual way of thinking.

The three behavioral attributes, all designated with purple, are expressiveness, asser-

tiveness and flexibility. Expressiveness describes whether a person is an extrovert or an introvert. Assertiveness measures how passive or aggressive a person can be. Flexibility takes into account one's opinions and ability to deal with others' needs, as well as how decisive and how open to suggestion one is.

Each of these attributes can be measured independently of the others, but they can then be mixed to provide an overall picture. Emergenetics is a palette of colors that paint a picture of one's personality when mixed together.



# Christmas Fruit Cakes

Submitted by Brian Planer, Compliance Specialist (Reprinted from old newspaper clipping)

Your Christmas fruit cake may be baked beforehand and left to ripen until Christmas. It helps to get this task out of the way, and the cake is the better for the waiting. The cakes can be baked and cooled and put in tight tins for the ripening. Sliced apples put in the can will add moisture. When ready to serve or give the cakes as presents, they can be brought out and wrapped attractively. Here are some recipes:

## Rich Fruit Cake

3/4 pound butter, 1 pound brown sugar, 8 eggs, 2 pounds raisins, 2 pounds currants, 1 pound citron chopped very fine, 1/2 cup molasses, 1/2 ounce ground cloves, 1/2 ounce ground cinnamon, 1/4 ounce ground mace, 4 cups flour, 1/2 cup white grape juice.



Beat the butter and sugar till light and creamy; add the eggs thoroughly beaten, then the raisins (seeded) and currants well washed and dried.

Chop the citron (or pass it through a meat chopper) and add to the other ingredients with the molasses and ground spices. Sift and add the flour, and lastly, stir in the grape juice. Bake in cake pans lined with two thicknesses of greased paper to protect the cake from too great heat. Bake very slowly about 4 hours.

## Soft Fruit Cake

2/3 cup dried apricots, 1 cup dried apples, 1 cup cooked, slightly sweetened prunes, 1 cup seedless raisins, 3/4 cup shortening, 3 eggs



well beaten, 2 tablespoons shredded orange peel, 1/2 teaspoon cinnamon, 3 teaspoons baking powder, 2 1/4 cups flour, 3/4 cup water, 1 cup dried figs, 1/2 cup peanut butter, 2 1/4 cups sugar, 3/4 cup milk, 1 teaspoon baking soda, 1 teaspoon nutmeg, 1/2 teaspoon cloves, 2 teaspoons vanilla, and 1 teaspoon salt.

Wash apricots, cut in small pieces, add 1/4 cup sugar and 1/4 cup water. Cover and simmer ten minutes. Cool. Remove particles of core from apples. Cut apples in small pieces, add 1/4 cup sugar and 1/4 cup water. Cover and simmer 10 minutes. Cool. Remove pits from prunes and cut in small pieces. Remove stems from figs. Cut in small pieces and add 1/4 cup water. Simmer 10 minutes. Cool. Wash raisins in hot water and drain. Cream shortening with 1 3/4 cup sugar. Add peanut butter and mix thoroughly. Add eggs. Add milk and mix well. Sift flour, measure, and sift with other dry ingredients. Add fruits, blend carefully. Add flavoring. Pour into large tube pan lined with oiled paper. Bake in slow oven (325 F) for

1 hour. Reduce temperature to 250 F, and continue baking 30 minutes.

## Apple Sauce Fruit Cake

This cake need not be baked so far ahead of time, but may be baked the week of Christmas.

2 1/3 cups thick well-drained apple sauce, 1 cup shortening, 4 eggs well beaten, 1 cup whole wheat flour, 4 teaspoons baking soda, 1 cup nuts broken, 3 teaspoons cinnamon, 1 teaspoon mace, 1 teaspoon allspice, 1 teaspoon cloves, 2 teaspoons nutmeg, 2/3 cup molasses, 2 cups brown sugar, 6 tablespoons lemon juice, 4 cups white flour, 1 3/4 teaspoons salt, 2 pounds seeded raisins, 1/4 pound citron thinly sliced.



Cream sugar and shortening. Add apple sauce, which has been sieved to remove all lumps, molasses, eggs and lemon juice. Sift white flour, measure, and sift with baking soda, salt and spices. Dredge raisins in whole wheat flour. Add white flour mixture to batter gradually. Beat thoroughly. Add dredged raisins. Put a layer of the batter into a paper lined baking pan. Add a layer of citron and nuts, cover with a layer of the batter. Repeat, having the top layer of batter. Bake in slow oven (300-325 F) about 2 hours.

## DHHS - NORFOLK REGIONAL CENTER

DHHS—STATE OF  
NEBRASKA

Norfolk Regional Center  
1700 N. Victory Road,  
Bldg. 16  
PO Box 1209  
Norfolk NE 68702-1209  
Email:  
marg.hipp@nebraska.gov  
402.370.3315



*The Source is an employee newsletter written by the employees and published monthly for the employees within the Norfolk Regional Center. Articles and ideas for publication are always welcome and can be forwarded to any member of the Editorial Board.*

*It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size and content. Articles sent to the Editorial Board must be signed, but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter!*

### *NRC Editorial Board*

*Marg Hipp - Editor - 370.3315*

*TyLynne Bauer - 370.3328*

*Susie Kohlhof - 370.4313*

*Marilyn Stromberg - 370.3142*

## White Maple Fudge

Submitted by TyLynne Bauer, Facility Operating Officer

### WHITE MAPLE FUDGE



- |                                    |                             |
|------------------------------------|-----------------------------|
| 3 c. sugar                         | 7 oz. jar marshmallow crème |
| 1 tsp. vanilla extract             | 5 oz. can evaporated milk   |
| 3/4 c. butter                      | 1 T. maple flavoring        |
| 12 oz. pkg. white chocolate chips  |                             |
| 1/2-1 c. pecans, chopped or halved |                             |

In a large saucepan, mix together sugar, evaporated milk and butter over medium heat, stirring constantly. Bring to a full rolling boil; continue stirring constantly at a full boil for 4 minutes. Remove from heat. Stir in white chocolate chips and marshmallow crème; stir in vanilla and maple flavoring. Add chopped pecans, if using, or wait if using pecan halves. Pour warm fudge into a greased 11" x 7" baking pan. If using pecan halves, press into top of fudge. Let set for several hours to overnight; cut into squares. Makes 2 1/2 dozen squares.